

**WDRB-TV**

**LOUISVILLE, KENTUCKY**

**INDEPENDENCE TELEVISION COMPANY**

**EEO REPORT FOR PERIOD ENDING MARCH 31, 2021**

## **WDRB-TV/WBKI-TV**

### **ANNUAL EEO PUBLIC FILE REPORT**

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This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WBKI-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2020 to and including March 31, 2021.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WBKI-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@wdrb.com](mailto:humanresources@wdrb.com).

It is the policy of WDRB-TV and WBKI-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

# WDRB-TV/WBKI-TV

## APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2020 TO MARCH 31, 2021

Station(s) Comprising Station Employment Unit: WDRB-TV and WBKI-TV

### Section I: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
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1. Account Executive #1 05/14/2020	1-26, 33	Carver Talent 06/29/2020	1
2. Production Assistant 07/07/2020	2-6, 8, 10, 12-17, 19-21, 23, 25, (*)	wdrb.com 08/26/2020	4
3. News Reporter 06/25/2020	1-27	Employee Referral 09/08/2020	2
4. News Video Editor 08/18/2020	1-27	wdrb.com 10/12/2020	5
5. Photojournalist #1, #2 08/26/2020	1-27	wdrb.com 10/23/2020, 01/11/2021	4
6. Associate Producer 12/01/2020	1-26	Employee Referral 01/11/2021	1
7. Account Executive #2 12/10/2020	1-26	wdrb.com 01/26/2021	3

Total Number of Persons Interviewed During Applicable Period: 20

(\*) Due to administrative oversight, the vacancy notice for this position was not sent to Recruitment Source Nos. 1, 7, 24

## **Appendix 2 - RECRUITMENT SOURCE LIST**

<b><u>RS #</u></b>	<b><u>RS INFORMATION</u></b>	<b><u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2020-MARCH 31, 2021</u></b>
	<b>* Entitled to receive notification of job openings</b>	
1	* Kimberly Palmore and Michelle Reiss Spalding University app.joinhandshake.com 851 S. 4th Street Louisville, KY 40203 (502)585-9911 <a href="mailto:mreiss@spalding.edu">mreiss@spalding.edu</a> <a href="mailto:kpalmore@spalding.edu">kpalmore@spalding.edu</a>	
2	Kate Dunn Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
3	* KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
4	* I.D.E.T.S. Indiana State Employment Services 2125 State St. Suite 16 New Albany, IN 47151-1287 (812)948-6102	
5	Workforce Development Specialist Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
6	University of Louisville app.joinhandshake.com Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	
7	* Center for Accessible Living Keith Hosey and A. Jones 305 W. Broadway, Suite 200 Louisville, KY 40202 (502)589-6620	

- 8      \* Franeisha Jones  
Bellarmine University  
app.joinhandshake.com  
2001 Newburg Road  
Louisville, KY 40205-0671  
(502)452-8000
- 9      Gina Stephen  
KY Dept. of Vocational Rehab.  
200 Juneau Dr., Suite 2  
Louisville, KY 40243  
(502)254-3195
- 10     Jo Frye and/or Sherry Klein  
Sullivan College  
3101 Bardstown Road  
Louisville, KY 40205  
(502)456-6507 or (502) 456-6504
- 11     Debra Eberle or Lynn Prinz  
Indiana University Southeast  
app.joinhandshake.com  
4201 Grantline Road  
New Albany, IN 47150  
(812)941-2265
- 12     Michelle Pruitt  
Center for Women & Families  
P.O. Box 2048  
226 West Breckinridge Street  
Louisville, KY 40201  
(502)753-3204
- 13     Paula Campbell  
Lincoln Foundation  
4322 Bishop Lane  
Louisville, KY 40218  
(502)657-1015
- 14     WDRB.com  
624 W. Muhammad Ali Blvd.  
Louisville, KY 40203  
(502)584-6441
- 15     Harbor House-Kay Dalton  
2231 Lower Hunters Trace  
Louisville, KY 40216  
(502)719-0072
- 16     \* American National University (formerly National College)

	Tammy Southerling 4205 Dixie Highway Louisville, KY 40216 (502)447-7634	
17	Southwest Center Attn: Brenda Tierney 8009 Terry Road Louisville, KY 40258 (502) 935-1848	
18	Collective Talent 1721 Richardson Place Tampa, FL 33606 (813)254-9695	
19	WDRB-TV In-house Employees	4
20	WDRB-TV Employee Referrals	2
21	WDRB-TV Client Referrals	
22	Goodwill Industries of KY Elvin Stampley and Sonya Ragland 332 W. Broadway, Suite 1000 Louisville, KY 40202 (502)574-4069	
23	* St. Stephen Church Attn: Human Resources 1018 S. 15th Street Louisville, KY 40210	
24	* Campbellsville University <a href="http://app.joinhandshake.com">app.joinhandshake.com</a> Teresa Elmore, Director of Career Services 1 University Drive UPO 917 Campbellsville, KY 42718 (270)789-5192 <a href="mailto:telmore@campbellsville.edu">telmore@campbellsville.edu</a>	
25	crew.cc Jefferson Community & Technical College	
26	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 <a href="mailto:kba@kba.org">kba@kba.org</a>	
27	TVJobs.com Broadcast Employment Services	

- P.O. Box 4116  
Oceanside, CA 92052  
(800)374-0119
- 28    Louisvilleadfed.org  
Robin Miller  
200 Distillery Commons, Suite 100  
Louisville, KY 40203  
(502)\_582-2444
- 29    Spots n Dots Ads  
Emily McKay  
[ads@spotsndots.com](mailto:ads@spotsndots.com)  
(888) 884-2630
- 30    Linked In  
2029 Stierlin Court  
Mountain View, CA 94043
- 31    Recruitology (WDRBehired.com)  
98 Battery Street, Suite 601  
San Francisco, CA 94111  
[partnerships@recruitology.com](mailto:partnerships@recruitology.com)  
(415) 263-1300
- 32    Media Bistro  
770 Broadway, 15th Floor  
New York, NY 10003  
[job.info@mediabistro.com](mailto:job.info@mediabistro.com)
- 33    Carver Talent  
Attn: Ty Carver  
5319 Loon Nest Ct.  
Apollo Beach, FL 33572  
(813) 625-2130
- 34    602 Communications  
Sandy Lizik  
(602) 954-8373  
[slizik@602communications.com](mailto:slizik@602communications.com)
- 35    Broadcasting & Cable  
28 East 28th Street, 12th Floor  
New York, NY 10016  
(212) 378-0400, ext. 517
- 36    Indeed.com  
(800)475-4361
- 37    TVNewsStorytellers.com  
Matt Mrozinski  
[Tvnstorytellers@gmail.com](mailto:Tvnstorytellers@gmail.com)

- 38 Education Writers Association  
3516 Connecticut Avenue NW  
Washington, DC 20008  
(202) 452-9830
- 39 Journalismjobs.com  
(510) 508-7386  
[info@journalismjobs.com](mailto:info@journalismjobs.com)
- 40 National Black MBA Association  
400 W. Peachtree Street NW, Suite 203  
Atlanta, GA 30308  
(404) 260-5444  
[www.nbmbaa.org](http://www.nbmbaa.org)
- 41 National Association of Women MBAs  
1109 Rhode Island St. NE  
Albuquerque, NM 87110  
(804) 885-5622  
[www.nawmba.careerwebsite.com](http://www.nawmba.careerwebsite.com)
- 42 Glassdoor.com  
(888) 355-9323
- 43 Walk-In

**Total Interviewees Over Reporting Period**

**20**



## WDRB-TV/WBKI-TV

### APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM COVERING THE PERIOD FROM APRIL 1, 2020 TO MARCH 31, 2021

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Station(s) Comprising Station Employment Unit: WDRB-TV and WBKI-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WBKI-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</u>
4/1/20 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period, we had one job shadow from Western Kentucky University.
4/1/20 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/20 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area. Due to the Covid-19 pandemic, students have not visited our weather lab in the station; however, meteorologists met virtually with classrooms to do weather talks.
10/01/20	Indiana University Internship & Career Fair. Due to the Covid-19 pandemic, the career fair was 100% virtual. Spoke with students interested in the broadcast industry via virtual platform.
2/9/21-5/9/21	Participated in Junior Achievement Inspire event as a virtual exhibitor. The goal of the program is to provide guidance for students in choosing careers and the classes necessary for those careers. It normally would be held as a job fair for students at the state fairgrounds, but due to the Covid-19 pandemic, it became a virtual event that lasts for three months.